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# Introductory text

Thank you for taking part in **Nature’s 2018 International Salary and Job Satisfaction Survey** which Shift Learning are conducting on behalf of Springer Nature. Your input will help us to identify global trends related to income, job benefits and career satisfaction to help you and your colleagues make more informed career decisions.

**Closing date: 1 July**

**Completion time: 12-15 minutes**

**Prize draw: one of three $150 Amazon voucher available (USD or your local currency equivalent)**

Springer Nature values your participation and we ensure the highest standards of professional research and privacy in using the information that our audience provides. All results will be analysed in aggregate only.

If you are interested in entering into the prize draw, we will require your personal contact information, however, this will not be linked to your responses. If you have any questions about the research or how your details will be stored, please contact [elsie.lauchlan@shift-learning.co.uk](mailto:elsie.lauchlan@shift-learning.co.uk) or read Shift Learning’s [privacy policy](http://www.shift-learning.co.uk/privacy-and-use-cookies).

Thanks again for your help!

Please click the button below to start the survey.

# Questionnaire

| **Question no.** | **Question and options** |
| --- | --- |
| About you **To start the survey, we’d like to learn a little bit more about your employment.** | | | | | | |
|  | **Which of the following best describes your current employment status?**   1. Full time permanent 2. Part time permanent 3. Contract full time 4. Contract part time 5. Freelance 6. Looking for work/unemployed 7. Not looking for work (retired, on leave) 8. Not looking for work, in full time study 9. Other, please specify |  |  |  |  |  |
|  | For how long have you not been working?   1. 0-6 months 2. 7-12 months 3. 1-2 years 4. 3-5 years 5. 6-10 years 6. 11+ years |  |  |  |  |  |
|  | **Which best describes your primary position?**   1. Assistant professor 2. Associate professor 3. Full professor 4. Lecturer / instructor or other primarily teaching job 5. Technician 6. Student 7. Postdoctoral fellow / research associate 8. Research / staff scientist 9. Clinician 10. Consultant 11. Business development 12. Project manager 13. Middle or senior management (dean, CEO, director) 14. Research Director / VP of Research 15. Sales / marketing 16. Science communications 17. Entertainment 18. Finance / investments 19. Law 20. Other, please specify |  |  |  |  |  |
|  | **Which of the following best describes the field you work in?**   1. Agriculture and food 2. Astronomy and planetary science 3. Biomedical and clinical sciences (e.g. cellular, developmental, genomic, molecular, physiology) 4. Ecology and evolution 5. Chemistry 6. Computer science and mathematics 7. Engineering 8. Health care 9. Geology and environmental science 10. Physics 11. Social sciences 12. I work outside of science, please specify 13. Other science-related field, please specify |  |  |  |  |  |
|  | **Which best describes your current workplace?**   1. Academia 2. Government 3. Clinical 4. Industry (biotech, pharma, CRO, consulting, law, finance, etc.) 5. Non-profit 6. Self-employed 7. Other, please specify |  |  |  |  |  |
|  | **Which qualifications do you currently hold?**   1. Undergraduate (or equivalent) 2. MSc or MA (or equivalent) in scientific field 3. PhD (or equivalent) in scientific field 4. MD 5. JD 6. MBA 7. Other, please specify |  |  |  |  |  |
|  | **Does your role involve research?** *This could be either conducting research directly or overseeing research.*   1. Yes 2. No |  |  |  |  |  |
|  | **Do you work in the type of job that you expected to be in when you finished your PhD?**   1. Yes 2. No 3. Unsure |  |  |  |  |  |
|  | **When you finished your PhD did you expect to stay in academia?**   1. Yes 2. No 3. Unsure |  |  |  |  |  |
|  | **How many years have you been employed…**  Rows:   1. In a science-related role 2. With your current employer 3. In your current position with your employer   Columns:   1. Less than 1 year 2. 1-2 years 3. 3-5 years 4. 6-10 years 5. 11-20 years 6. 21-30 years 7. 30+ years 8. N/A |  |  |  |  |  |
|  | **Overall, how many years have/had you been employed…**  Rows:   1. In a science-related role 2. With your last employer 3. In your last position   Columns:   1. Less than 1 year 2. 1-2 years 3. 3-5 years 4. 6-10 years 5. 11-20 years 6. 21-30 years 7. 30+ years 8. N/A |  |  |  |  |  |
|  | **Within the last 2 years, have you left a non-postdoctoral job?**   1. Yes, I left voluntarily 2. Yes, my contract ended / role was terminated / I was made redundant 3. No 4. I’d prefer not to say 5. N/A |  |  |  |  |  |
|  | **How many jobs have you left since completing your PhD or last postdoc?**   1. None 2. 1-2 jobs 3. 3-4 jobs 4. 5-6 jobs 5. 7-8 jobs 6. 9-10 jobs 7. N/A |  |  |  |  |  |
|  | **Thinking about the last job you left, what was the reason for leaving?**   1. Career progression / development 2. Better suited to my interests / skills 3. For better compensation / salary 4. For full-time permanent position 5. Better work-life balance 6. Unhappy with role 7. Looking to relocate / partner was relocated 8. Launch my own business 9. Terminated / made redundant 10. Maternity / paternity leave 11. Retired 12. Personal reasons 13. Other, please specify 14. I’d prefer not to say |  |  |  |  |  |
| Your job role **We’d now like to ask you some questions about your current job. These questions will be useful to help us identify global trends related to income, job benefits and career satisfaction.** | | | | | | |  |  |  |  |  |  |
|  | **What is your current gross annual salary / compensation (earnings before tax or other deductions) of your primary job?**  Please [click here](https://www.google.co.uk/search?q=convert+into+us+dollars&oq=convert+into+us&aqs=chrome.1.69i57j0l5.8913j0j7&sourceid=chrome&ie=UTF-8) to convert your salary into $US dollars.   1. Less than $15,000 USD 2. $15,000 to $29,999 USD 3. $30,000 to $49,999 USD 4. $50,000 to $79,999 USD 5. $80,000 to $109,999 USD 6. $110,000 to $149,999 USD 7. $150,000 to $199,999 USD 8. $200,000 and above 9. I’d prefer not to say 10. N/A |  |  |  |  |  |
|  | **Are you happy with your annual salary/compensation?**   1. Yes 2. No 3. I’d prefer not to say 4. N/A |  |  |  |  |  |
|  | **Have you received an increase or decrease to your annual (base) salary/compensation in the last 12 months?**   1. An increase 2. A decrease 3. Neither / stayed the same 4. N/A |  |  |  |  |  |
|  | **What was the reason for your salary increase?** *Please select all that apply.*   1. Annual review 2. Cost of living increase 3. Changes in job responsibilities / title 4. Negotiation with manager / retention offer 5. Merit / good work 6. Completing a qualification or degree 7. Moved to a new job 8. I’d prefer not to say 9. Other, please specify   **What was the reason for your salary decrease?** *Please select all that apply.*   1. Annual review 2. Employer cutbacks 3. Changes in job responsibilities / title 4. Reduced working hours 5. Moved to a new job 6. I’d prefer not to say 7. Other, please specify |  |  |  |  |  |
|  | **What proportion of your salary/compensation comes from the following sources?** *Please provide an estimate % for each option (0-100, totalling 100%), or specify ‘other’ for any sources not listed.*   1. Institutional / organisation / employer pay 2. Grants that I wrote or co-wrote 3. Grants awarded to my supervisor or department head 4. Non-grant awards or funding 5. Salary from my self-owned business / consultancy 6. Other, please specify |  |  |  |  |  |
|  | **Which sources have you used to seek career advice?** *Please select all that apply.*   1. My graduate-programme PI/supervisor 2. My graduate-programme mentor(s) 3. My postdoc PI/supervisor 4. My postdoc mentor(s) 5. Other graduate students while I was in my graduate programme 6. Postdocs during my graduate programme 7. Other postdocs while I was a postdoc 8. Department heads/faculty members 9. Institution’s career services 10. External mentors 11. Independent career research such as informational interviews 12. Nature Careers / Naturejobs 13. Other science-career publications/resources 14. Other, please specify 15. None – I have not sought career advice |  |  |  |  |  |
| Your job satisfaction | | | | | | |  |  |  |  |  |  |
|  | **How satisfied are you in your current job?**  7 point scale  1=extremely dissatisfied, 4=neither satisfied nor dissatisfied, 7=extremely satisfied, N/A |  |  |  |  |  |
|  | **In the past year would you say your level of satisfaction has…**   1. Significantly worsened 2. Worsened a little 3. Stayed the same 4. Improved a little 5. Significantly improved 6. N/A |  |  |  |  |  |
| We now want to explore what factors contribute to your job satisfaction. | | | | | | |  |  |  |  |  |  |
|  | **How important are the following areas to your overall job satisfaction?** *Please use the scale below to rate how important these factors are to you, whether you currently have access to these or not.*   1. Salary / compensation 2. Benefits e.g. health and dental insurance, retirement plan 3. Availability of funding 4. Financial resources of organisation 5. Amount of time for research 6. Career advancement opportunities 7. Access to workplace-sponsored training and seminars   New Q:   1. Job security 2. Opportunity to use new technologies 3. Opportunity to work on interesting projects 4. Amount of guidance from supervisor 5. Management and leadership of organisation 6. Communication with your supervisor 7. Ability to influence decisions that affect you 8. Ability to influence day-to-day organizational success   New Q:   1. Work/life balance 2. Compatibility of the job with partner’s job and needs 3. Compatibility of job with family life/raising children 4. Maternity/paternity leave 5. Time off, e.g. vacation, bank holidays, personal days, sick days 6. Commuting time 7. Total hours worked   New Q:   1. My interest in the work 2. Meaningfulness of job 3. Personal sense of accomplishment 4. Relationship with colleagues 5. My degree of independence 6. Recognition for achievements 7. Feeling safe in the work environment / workplace 8. Organisation’s commitment to a diverse and inclusive workplace | Single choice | Y | N |  |  |
| We would like to understand how satisfied you currently are with factors you deem important to your overall job satisfaction. | | | | | | |  |  |  |  |  |  |
|  | **Thinking about your current job, how satisfied are you with the following?** *If you do not have access to any benefits or job factors, please indicate on the scale below.*   1. Salary / compensation 2. Benefits e.g. health and dental insurance, retirement plan 3. Availability of funding 4. Financial resources of organisation 5. Amount of time for research 6. Career advancement opportunities 7. Access to workplace-sponsored training and seminars   New Q:   1. Job security 2. Opportunity to use new technologies 3. Opportunity to work on interesting projects 4. Amount of guidance from supervisor 5. Management and leadership of organisation 6. Communication with your supervisor 7. Ability to influence decisions that affect you 8. Ability to influence day-to-day organizational success   New Q:   1. Work/life balance 2. Compatibility of the job with partner’s job and needs 3. Compatibility of job with family life/raising children 4. Maternity/paternity leave 5. Time off, e.g. vacation, bank holidays, personal days, sick days 6. Commuting time 7. Total hours worked   New Q:   1. My interest in the work 2. Meaningfulness of job 3. Personal sense of accomplishment 4. Relationship with colleagues 5. My degree of independence 6. Recognition for achievements 7. Feeling safe in the work environment / workplace 8. Organisation’s commitment to a diverse and inclusive workplace |  |  |  |  |  |
| Your experiences **We’d now like to ask you about your experiences with discrimination and harassment at work. We appreciate this is a sensitive area, therefore we would like to reassure you that your answers are anonymous. You can also choose to not answer questions by selecting ‘I’d prefer not say’.** | | | | | | |  |  |  |  |  |  |
|  | **Do you feel that you have experienced discrimination or harassment in your current job?**   1. Yes 2. No 3. I’d prefer not to say |  |  |  |  |  |
|  | **Which of the following have you experienced?**   1. Racial discrimination or harassment 2. Sexual harassment 3. Age discrimination 4. Gender discrimination 5. GLBTQ discrimination or harassment 6. Religious discrimination 7. Disability discrimination 8. Other, please specify 9. I’d prefer not to say   Provide open text box for each described: You have specified that you’ve experienced <answer> at your current job. If you are happy to do so, can you provide an outline of what this involved? |  |  |  |  |  |
|  | **Have you observed discrimination or harassment at your current job?**   1. Yes 2. No 3. I’d prefer not to say |  |  |  |  |  |
|  | **Which of the following have you observed?**   1. Racial discrimination or harassment 2. Sexual harassment 3. Age discrimination 4. Gender discrimination 5. GLBTQ discrimination or harassment 6. Religious discrimination 7. Disability discrimination 8. Other, please specify 9. I’d prefer not to say   Provide open text box for each described: You have specified that you’ve observed <answer> at your current job. If you are happy to do so, can you provide an outline of what this involved? |  |  |  |  |  |
|  | **Do you believe that your workplace is doing enough to promote…**   1. Diversity in its workforce 2. Gender equality 3. Ethnic / racial equality |  |  |  |  |  |
| Support **This question will help us to better understand employee needs in relation to support.** | | | | | | |  | Single choice | N | Y – do not show to those screened out |  |  |
|  | **Have you sought or received professional help for depression or anxiety?**   1. Yes, I have received / I am receiving help 2. Yes, I have sought help but am yet to receive it 3. No, but I would / would have liked to receive help 4. No, I do not / have not required help 5. I’d prefer not to say |  |  |  |  |  |
|  | **If you’re happy to do so, can you tell us what you did to address the issue / what help you have sought?** |  |  |  |  |  |
| Science careers **Thanks for your answers so far! We’d now like to ask you some questions about your future career and general perceptions of careers in science.** | | | | | | |  |  |  |  |  |  |
|  | **How positive do you feel about your future job prospects?**   1. Extremely negative 2. Somewhat negative 3. Neither positive nor negative 4. Somewhat positive 5. Extremely positive 6. I don’t know 7. N/A |  |  |  |  |  |
|  | **Do you see your job prospects as better or worse than past generations of scientists / those within science-related roles?**   * Much worse * Somewhat worse * Neither worse nor better * Somewhat better * Much better * N/A |  |  |  |  |  |
|  | **What do you think is the biggest challenge for your personal career progression?** *Please select a maximum of 3 answers.*   1. Competition for funding 2. Unwillingness / inability to sacrifice personal time / time with family 3. Unwillingness / inability to relocate 4. Discrimination / bias 5. Lack of appropriate networks / connections 6. Language skills 7. Lack of relevant skills 8. Lack of available jobs in my field 9. Other, please specify 10. None |  |  |  |  |  |
|  | **You suggested that a lack of relevant skills is a challenge for your personal career progression. Which skills do you feel you’re lacking in?**   1. Interpersonal / communication skills 2. Writing skills 3. People management / leadership skills 4. Computational skills 5. Statistical skills 6. Specific experimental techniques 7. Other, please specify |  |  |  |  |  |
|  | **Would you recommend to students that they pursue a career in scientific research?**   1. Yes 2. No 3. I don’t know 4. N/A |  |  |  |  |  |
|  | **Do you plan to leave your job in the next 6-12 months?**   1. Yes 2. No 3. I don’t know 4. N/A |  |  |  |  |  |
|  | | | | | | |  |  |  |  |  |  |
|  | **How old are you?**   1. Under 18 2. 18-21 years 3. 22-25 years 4. 26-30 years 5. 31-40 years 6. 41-50 years 7. 51-60 years 8. 61-70 years 9. 71-80 years 10. 80 years + 11. I’d prefer not to say |  |  |  |  |  |
|  | **What is your gender?**   1. Female 2. Male 3. Non-gendered 4. Other 5. I’d prefer not to say |  |  |  |  |  |
|  | **What is your ethnic group?**   1. American Indian / Alaskan Native 2. Asian 3. Black / African American / Caribbean 4. Hispanic / Latino 5. Mixed 6. Pacific islander 7. White 8. Other, please specify 9. I’d prefer not to say |  |  |  |  |  |
|  | **In which country do you currently live?**  <full country list, include other, specify> |  |  |  |  |  |
|  | Thank you for taking part in the survey. Are there any more comments you’d like to share with us? |  |  |  |  |  |
|  | | | | | | |  |  |  |  |  |  |
|  | Springer Nature may want to contact you again to ask for more information on the subjects discussed in this survey, or to ask you specific questions about your comments and answers.   1. Yes, I am happy to receive follow up requests 2. No, I don’t want to be recontacted |  |  |  |  |  |
|  | Would you like to be entered into a prize draw for a chance to win one of three available USD$150 Amazon vouchers?  *You can find prize draw terms and conditions* [*here*](http://www.shift-learning.co.uk/prize-draw-terms-and-conditions)*.*   1. Yes 2. No |  |  |  |  |  |
|  | Please fill in your contact details below. You will only be contacted for the purposes you have specified.   1. Name 2. Email address   *Note that Shift Learning adheres to the* [*Market Research Society Code of Conduct*](https://www.mrs.org.uk/pdf/mrs%20code%20of%20conduct%202014.pdf) *and you will not be contacted for sales or marketing purposes. Please be assured that your survey responses will not be directly linked to your contact details. For more information, please read our* [*privacy policy*](http://www.shift-learning.co.uk/privacy-and-use-cookies)*.* |  |  |  |  |  |

# Final text

Many thanks for your time and answers. If you have any questions, please contact [elsie.lauchlan@shift-learning.co.uk](mailto:elsie.lauchlan@shift-learning.co.uk). Please click **submit** to complete the survey.